

**HCMO Summit 2016**

**Work-life Balance**

**Lunch Session**

**March 2, 1200-1300**

Panel: Ellen M Ardrey; Kathleen A.

Hutson; Donna Green

Moderator: Sara Ratcliff

# Agenda

- Welcome to this session
- Introduce the panelists
- Introduce the topic
- Questions to the panelists
- Q & A with the audience

# Ellen M Ardrey

## Directory, Human Development Directorate

- Ms. Ellen M. Ardrey is the Director of the Human Development (HD) Directorate of the National Geospatial-Intelligence Agency (NGA). HD supports every aspect of GEOINT careers from hire to retire by establishing workforce vision and direction, managing Worklife benefits, and providing education and training opportunities for GEOINT professionals worldwide. Ms. Ardrey chairs the Human Capital Management Board, which formulates the strategic direction of NGA's personnel policies and oversees the allocation and execution of human capital resources. The Directorate is also a key contributor to the National Geospatial Intelligence Committee (GOECOM), which establishes policies for recruiting, retaining, and training a world class GEOINT workforce for our Department of Defense (DOD), Intelligence Community (IC), and allied Partners. Prior to this appointment Ms. Ardrey served as the Deputy Director of HD, and prior to that the Defense Intelligence Agency Senior Representative to the National Geospatial Intelligence Agency (NGA). Throughout her federal careers, Ms. Ardrey has consistently been recognized as a strategic thinker and proven leader in varied leadership, resource management, human capital management and staff position, both overseas and domestic.

# Kathleen A. Hutson

## Associate Director for Human Resources

- Kathy Hutson is currently the Associate Director for Human Resources (ADHR) for the National Security Agency (NSA) where she leads HR strategic planning and development and employee relations across the global NSA/CSS enterprise. Prior to being appointed as ADHR, she was the Chief of Occupational Health, Environmental and Safety Services (OHESS) at NSA responsible for ensuring a safe workplace, healthy workforce and protection of the environment for NSA operations located around the world. Before joining NSA, Kathy held a number of leadership positions at the U.S. Environmental Protection Agency (EPA) and Booz-Allen & Hamilton, Inc.

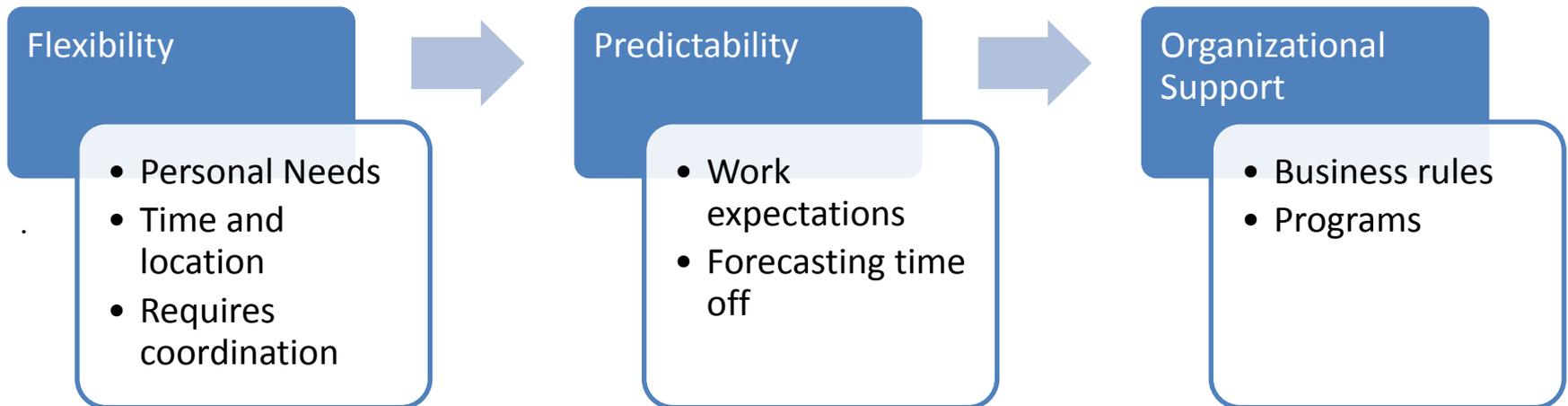
# Donna Green

## Chief of OHR Policy at DIA

- Ms. Donna Green has over 40 years of experience in the area of human resources. She is currently the Chief of OHR Policy at the Defense Intelligence Agency. In this role, she provides advice and guidance on a wide range of human resources issues and oversees the development and implementation of policy to support all OHR programs and initiatives. Prior to her employment with DIA, she was a senior policy expert at the Human Capital Management office at the Office of the Under Secretary of Defense for Intelligence where she helped to develop policy to implement the Defense Civilian Intelligence Personnel System. She began her Federal civil service career with the Naval Criminal Investigative Service. During her 30 years of service with NCIS, she was responsible for managing a wide range of human resources programs to support the agency's worldwide law enforcement mission.

# Introduction to the Topic

- Workers today have more options and greater mobility. With the grass in the distance looking pretty green—the talent pool reducing, employee engagement becomes important for recruitment and retention.
- When thinking about Work life (WL) balance in the government, we may be thinking about new working mothers, flex-hours, or civilian fitness.
- In the meantime, private sector seems to be meeting the demands of the workforce better.



Private sector competitors are thinking about WL more broadly and as a serious tool for recruiting and retaining talent. (Google Example on next slide)



## It's About More Than Pay

Typically cited favorite perks working at Google:

- Amazing physical work space
- Free gourmet food and snacks
- Amazing people and great thinkers (“large number of people with their own Wikipedia pages”)
- Googlers feel like they are living in the future (“Chrome was my browser before it was announced”)
- TechStop helps Googlers stay plugged in with 24/7 tech support
- Googlers at the Mountain View campus get a free ride to and from work
- Google cares about your general well-being (employees can give each other “massage credits”)
- Parental benefits (new dads receive six weeks of paid leave, moms can take 18 weeks, stock continues to vest and they can get bonuses while on leave)
- Survivor benefits (all stock immediately vests, on top of life insurance, spouse gets half of Googler’s salary for next 10 years. Additional \$1000 per month for any of the Googler’s children.)
- Free fitness classes and gyms
- 80/20 rule gives Googlers plenty of opportunity for outside creativity
- Job stability (“we have an amazing business that keeps growing, that customers love, and that provides us with more job stability than almost any other company”)
- Extended time off (Googlers can take up to one 3-month leave of unpaid time off. Healthcare benefits continue.)
- Alumni benefits (Xoogler groups are some of the largest support portals in the world. If you’re a Xoogler, you’ll know someone in any country you visit.)

- <http://www.businessinsider.com/google-employees-favorite-perks-2014-7>

# Questions for the Panel

- What is the overall problem we are trying to solve for by creating Worklife balance policies and procedures in the federal government?
- What makes the federal government same and what makes the federal government different from the private sector in terms of what we can or should do with Worklife balance policies?
- What initiatives have your agencies started and what were your goals with those initiatives? Have they been successful?
- OPM has developed some standard policies. (e.g. Under 5 U.S.C. 7901, agencies may establish, within the appropriation limits available, health services programs to promote the physical and mental fitness of employees.) How important is this for agencies to stay close to these?
- (What are your thoughts about the discussions about floating holidays—which is offering the option to employees to use Columbus Day, Veterans Day, or President's day at a different time?) Sara only

# Q&A

- What questions do you have of our expert panelists?